



# **Diversity in Washington State Contracts, Procurement, Public Works and Transportation**

**Department of Enterprise Services**

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# What we are hearing from our customers and communities

- Barriers to doing business
- Difficult and inconsistent processes
- Current performance numbers

# Subcabinet Agency Members

<ul style="list-style-type: none"><li>• Dept. of Transportation, Lynn Peterson</li><li>• Dept. of Social and Health Services, Kevin Quigley</li><li>• Health Care Authority, Dorothy Teeter</li><li>• Dept. of Enterprise Services, Chris Liu</li><li>• Dept. of Corrections, Bernie Warner</li></ul>	→	Represent more than 2/3 of state spending
<ul style="list-style-type: none"><li>• Dept. of Labor &amp; Industries, Joel Sacks</li></ul>	→	Community of practice
<ul style="list-style-type: none"><li>• Dept. of Veteran Affairs, Alfie Alvarado-Ramos</li><li>• Office of Minority &amp; Women's Enterprises, Teresa Bernsen</li><li>• Commission on African American Affairs, Ed Prince</li><li>• Commission on Asian Pacific American Affairs, Michael Itti</li><li>• Commission on Hispanic Affairs, Uriel Iniguez</li></ul>	→	Community transparency, reporting and communication
<ul style="list-style-type: none"><li>• Attorney General's Office, Laura Watson</li></ul>	→	Single source legal counsel
<ul style="list-style-type: none"><li>• Governor's Office representative(s)</li></ul>		

# Current state – Key findings

- Data not standardized
- Too many systems; that don't communicate
- Missing a full “dashboard” of measures to really understand
- Procurement and contracting activities are organized and structured differently in every agency
- No consistent, coordinated procurement planning processes in agencies

## Current state (cont.)

- Not all agencies have a procurement presence on their website
- Not all agencies have a diversity program for procurement
- Procurement diversity training for staff is not a common practice
- Inclusion plans are not a standard practice and their use is limited
- No standard practice for outreach to certified firms as part of a procurement

# Current state (cont.)

- The multiple Federal and state laws and rules add to agency confusion and inconsistent experiences for the small and diverse business community
- Many independent efforts but no central focus
- No common language
- No statewide community of practice

# Areas of Focus

1. **Improve data collection and measurement**
2. **Clarify and improve legal and policy framework**
3. **Training and Education practices/availability/accountability**
4. **Create a community of practice**
  - **Share and adopt procurement tools and processes that work**
  - **Foster a diversity and inclusion culture**
  - **Improve engagement and assistance (external and internal)**
  - **Improve procurement planning to enable better outreach**
5. **Communication and marketing that supports inclusion**

**This will not be a linear process – work in focus areas will be concurrent**

# Future State

- **Operationalize what we can do now**
- **Start community of practice**
- **Finalize the “Draft” road map**
- **Start agency progress report outs at Sub Cabinet meeting**
- **Communicate**

# Disparity Study

- Potential scope: State public works and goods & services procurement – Does not duplicate WSDOT disparity study
- Exploring study design options
- Obtaining lessons learned from previous studies
- Will have a advisory group to assist with developing the procurement requirements
- Aiming for procurement to begin early in the new year.